



## Approaching Leadership with a Coaching Mindset - Part 3

How one approaches leadership is key to influencing others. Building capacity in your team is essential to achieving the greatest results. Listen to a conversation between Dr. Hank Staggs of the Tennessee Department of Education and Dr. Rachael Milligan of the Ayers Institute for Teacher Learning and Innovation at Lipscomb University as they discuss how to approach leadership with a coaching mindset.

Podcast Episode 6 — Run Time 9:52

### Summary Points

#### *Challenges to Approaching Leadership with a Coaching Mindset*

- Time is needed for those in the organization to adjust
- Keys to this approach

#### *Difficult Conversations*

- Coaching is not a magic pill
- Steps to address conflict
- Show up as a coach leader; have the difficult conversations and still maintain the other person's status

### Continue the Conversation

*“How might approaching leadership as a coach impact your organization’s culture?”*

*“What steps can you take toward the goal of approaching leadership with a coaching mindset?”*

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## Food for Thought

### *Challenges to Approaching Leadership with a Coaching Mindset*

- How might you approach those who say they don't want to be coached, but who seem to prefer a more directive style?

### *Difficult Conversations*

- What kind of power do you see in Scott's model for handling difficult conversations?

## References & Recommended Resources

Aguilar, E. (2005). *The Art of Coaching: Effective strategies for school transformation*. San Francisco: Jossey-Bass.

Kee, K.M. & Anderson, K.A. (2010). *RESULTS coaching: the new essential for school leaders*. Thousand Oaks, CA: Corwin.

Rock, D. (2008) SCARF: A brain-based model for collaborating with and influencing others. *NeuroLeadership Journal*. Retrieved: [www.Neuroleadership.org](http://www.Neuroleadership.org)

Scott, S. (2011). *Fierce conversations: Achieving success at work & in life, one conversation at a time*. New York, NY: The Berkley Publishing Group.

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